

Kamonwan Puntusuntorn



Kamonwan is an experienced HR executive who focuses on organization and people development strategies and actions. She moved into a consulting role with Mentis in 2015 and in her line management roles she was known as an empathetic and approachable senior HR head who would like to help people in an organization develop at their best. Kamonwan has extensive HR development and management experiences in various organizations such as oil & gas, cosmetics & personal care, and food & beverages in South East Asia.

Working as a corporate HR head, she worked to understand the needs of internal customers to bridge the business requirements with HR analytics and organization analysis to enable her to recommend appropriate HR initiatives, process and tools. So as to ensure business outcomes, HR must have the right people & organization agendas.

Her belief is that people can change and develop depending on what their personal goals are. The bigger, the better. Then they can find out the ways to develop themselves towards those personal big goals. This is why “coaching” is very useful to help people achieve their goals. She proves this with real life cases in organizations and has practiced herself as an “internal coach & mentor”. The success of HR is employees who can grow with an organization.

“Both coach and coachee must have a “heart” to develop together. A coach has a heart to develop his or her coaching processes and techniques for different coachees while a coachee must also have a “heart” to develop himself or herself with discipline. And most of all, both of them must have “trust” in each other so both can succeed. This is what I believe that how coaching can be lively, pragmatic and achievable.”

Examples of Recent Assignments

Kamonwan developed a “leadership culture roadmap” for an international food & beverages organization for South East Asia. She worked with the company’s executives to agree upon the new culture in which all leaders in the organization are developed to be true leaders. Leaders will take their ownership to develop themselves and their people by ways of coaching. The roadmap starts with an agreement of the leadership model, coaching foundation education, coaching practices and sharing, and personal development plan of each leader with the use of psychometric assessment for self-awareness.

In the meantime, she developed a development program for next in line managers who will be “next generation leaders” as a means of talent management and succession planning. The program is derived from the actual capability needs of those managers and composed of a selection of a variety HR knowledge & tools. Development program must be varied by organization as each individual organization has its own issues.

Contact

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Business Experience

Kamonwan has extensive HR experience of more than 20 years. She has been a head of HR for a half of her professional career which is greatly useful for her to actually understand business and people needs.

She led the role of driving people and organization agendas for each company she worked for. She recommended different assessment and tools and facilitated meetings or workshops with senior executives to develop organization development plans.

Key Roles

HR Director- South East Asia: AB Food & Beverages, Thailand - October 2007 – June 2015
HR Manager-Thailand & Vietnam, Beiersdorf (Thailand) Co., Ltd. - February 2003 – October 2007

Training, Qualifications and Accreditations

Kamonwan has a master's degree in HR Management from the International College of Management, Mahidol University, Thailand. She is certified with the Hogan Assessments (at both Core & Advanced Level) and experienced with the Lominger Leadership, Choices and Career Architect suite for talent identification and development. She is very keen on Hogan interpretation and has significant experience in providing feedback for personal development planning.

Personal Philosophy

People can change if they want to. It's an exciting challenge for all leaders to find different ways for different persons how to coach their people to crystalize why they should change and what it is for. Right attitude and belief will drive right behaviours towards a desired change. I believe there is always a way. It really depends on how truly that leader wants to coach his or her people. Success factors of coaching are willingness and discipline. Coaching is a never-ending learning journey for all coaching leaders.

Other Interests

Kamonwan has an interest to try on herself for self-development. She believes that her own experience will strengthen her capability to help other people to develop. This will enable her to share her true stories. She is progressing her skills in life coaching.